LDR 807-12 Leader Development: Transforming Self-Concept

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Professor

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 Select One (1) Core Essential Element from the Syllabus Outline (self-efficacy, self-concept, leader development, or developmental stage theory):  
a. Create a 350-word original discussion paper (with cited sources) during the week of the residency. Be prepared to discuss and engage with other students during the live sessions. Post this document in DIAL.  
b. Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).  
c. Make sure that your paper is double-spaced, Calibri font, size 11. Make sure to include References at the end with bibliographical resources in proper alphabetical APA 7 formatting.

**Leader Development: Leader vs Leadership**

The course core element that aligns most closely with my professional area of interest is leader development. Leader development focuses on building the inner dynamics of a leader, such as self-awareness, emotional regulation, and resilience, through personal transformation. Unlike leadership development, which emphasizes external skills and results, leader development nurtures internal growth, ensuring sustainable leadership that aligns values with actions. Internal processes like self-reflection and self-management can shape a leader’s ability to govern themselves more effectively. Vogel et al. (2020) highlights that intentional reflection is critical to leader identity formation. Self-regulation of emotions allows leaders to stay poised and grounded under pressure, contributing to better decision-making (Barends et al., 2023). Challenges, such as professional or personal crises, serve as opportunities for growth. These experiences align with the Apostle James who writes in his epistle: “My brethren, count it all joy when ye fall into divers temptations;knowing this, that the trying of your faith worketh patience.But let patience have her perfect work, that ye may be perfect and entire, wanting nothing.” (King James Bible, 1769/2017, James 1:2-4). Leaders who develop inner resilience not only emerge stronger but also begin to create a foundational standard within their teams (Cotrim, F. S., Da Silva Gomes, J. F., 2024).

**Personal Contextualization**

Leader development is an input-focused process, nurturing self-awareness, and self-management, while leadership development produces external outputs, like team performance and fiscal gains. Self-reflection is becoming critical in refining my leadership skills. For example, years ago, while leading a major community-based socioreligious project where team tensions ran high, I realized my working style needed improvement; specifically in moments when I prioritized efficiency over empathy. Through feedback sessions from my immediate supervisor and Pastor, I identified patterns in my behavior and made intentional changes to align my leadership with my newly adjusted personal values. As I improved in empathy, the external output of my leadership improved, team collaboration increased, and all project outcomes were met and exceeded.

**Works Cited**

Barends, E., Rousseau, D., Janssen, B., Capezzio, A., & Velghe, C. (2023). *Leadership development: An evidence review. Scientific summary.* London: Chartered Institute of Personnel and Development. Retrieved from <https://www.cipd.org/globalassets/media/knowledge/knowledge-hub/evidence-reviews/2023-pdfs/2023-leadership-development-scientific-summary-8431.pdf>

Cotrim, F. S., & Da Silva Gomes, J. F. (2024). Longitudinal studies of leadership development: A scoping review. *Current Psychology, 43*(1), 29558–29586. <https://doi.org/10.1007/s12144-024-06567-4>

King James Bible. (2017). In King James Bible online. (Original work published 1769). https://www.kingjamesbibleonline.org/

Vogel, D., Vogel, R., & Reuber, A. (2020, June 22). Developing a short scale to assess public leadership. *OSF Preprints*. <https://doi.org/10.17605/OSF.IO/RTV36>

WORKS CITED